

**SECRET**

FILE

3 APR 1964

MEMORANDUM FOR: Employment Practices Officer - Frank M. Chapin  
THROUGH : Deputy Director for Support */H/L 06 APR*  
SUBJECT : 1963 Minority Census of Federal Employees  
REFERENCE : Your Memorandum of 20 Mar 64, same subject

1. Attached are tables, prepared to parallel the format of the White House report, reflecting the employment of Negro and Spanish-speaking minority groups in the Agency. Not included are Mexican-American or specifically designated Puerto Rican employees.

2. The White House report shows that in the Washington Metropolitan Area for all pay plans 24.2% of the employees were Negro while for CIA the figure is 4.6%. Selecting a single instance of grade comparison -- the 12's through 18's -- in the Washington area 1.3% are Negro while the figure for this Agency is only .2 of 1%. When we look at Wage Board the figure for the rest of the government is 54.7% while for the Agency it is 46.4%. The comparison for this Agency is a little more favorable when we select the Wage Board range of \$6,500 through \$7,999, where the figure for the government as a whole is 12.3% and for us 22.5%. But just as this single item selection could be misleading, likewise a comparison with the total for the government can be misleading. Inspection of the individual agency sheets in the White House report suggests that we compare reasonably well with those other agencies which have a proportion of GS/Wage Board positions similar to ours. It also is noted that there is a wide variation, in the agencies on which individual reports are available, which may possibly be reflective of the kinds of work those agencies do, the skills required of the employees, and the grade distribution. I would suggest also that if comparisons are going to be drawn with the total government picture it should be not restricted to the Washington area for this would ignore the parallel which exists between our overseas  installations with the field activities of many of the agencies.

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GROUP 1  
Excluded from automatic  
downgrading and  
declassification

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**SUBJECT: 1963 Minority Census of Federal Employees**

3. Although our report includes information about the Spanish-speaking group, the number is so small as to invalidate any statistical comparison. Only one half of one per cent of our employees fall in this category.

/s/ Emmett D. Echols

**Emmett D. Echols**  
**Director of Personnel**

**Attachments: A/S**

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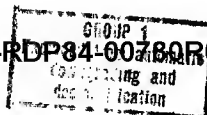
1 - DD/S ✓

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All with atts.

OC/POD/[ ]:dbw (2 Apr 64)

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Next 2 Page(s) In Document Exempt

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TRANSMITTAL SLIP		DATE 3 April 1964
TO: Colonel White <i>Mr Lloyd</i>		
ROOM NO.	BUILDING	
REMARKS:  Recommend your initials.  <i>VT</i> VRT		
FROM:		
ROOM NO.	BUILDING	EXTENSION

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